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**Employee Associations and Wage Deductions  
Policy Series: 5000 Personnel**

**Policy No. 5027**

9 **Purpose**

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11 The purpose of this policy is to establish guidelines regarding employee associations and the  
12 deduction of membership dues from employee wages in accordance with applicable Utah law.  
13 The district recognizes the rights of employees to voluntarily join and participate in professional  
14 organizations or employee associations while also ensuring that employee compensation is  
15 protected from unauthorized or prohibited payroll deductions. This policy is intended to provide  
16 clear standards for voluntary wage deductions, maintain compliance with state requirements  
17 governing public employers, and ensure that all payroll practices are administered fairly,  
18 consistently, and transparently.

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21 **Association Membership**

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23 No person shall be granted or denied district employment by reason of membership or non-  
24 membership in any labor organization, labor union or any other lawful type of association.

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27 **Deductions for Association Dues**

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29 The district shall, upon written request from an employee, deduct a specified sum from the  
30 employee's wages, not to exceed 3% per month, and pay such sum to the employee  
31 association designated by the employee for association dues. The District shall cease making  
32 such deductions upon written request from the employee directing that the deductions cease.

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34 Both the district and the association encourage employees to use electronic funds transfer  
35 (EFT) instead of payroll deductions.

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38 **Deductions for Political Purposes Prohibited**

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40 The district may not deduct any amount from an employee's wages which are to be paid to:

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- A candidate;
- A personal campaign committee;
- A political action or political issues committee;
- A registered political party;
- A political fund; or,
- Any entity established by a labor organization (including any employee association) to solicit, collect, or distribute monies primarily for political purposes.

The district shall comply with the requirements of this policy in employing any personnel either by individual contract or collective bargaining.

**Legal References**

- [Utah Code § 34-34-2 \(2011\)](#)
- [Utah Code § 34-32-1 \(2011\)](#)
- [Utah Code § 34-32-1.1 \(2023\)](#)
- [Utah Code § 53G-11-202 \(2018\)](#)
- [Utah Code § 20A-11-101\(4\), \(33\), \(35\), \(39\), \(52\) \(2025\)](#)
- [Utah Code § 20A-11-1402\(1\)\(c\) \(2004\)](#)

**Board Approved:**

